



## Commanding Officer's Equal Opportunity Policy Statement



One of our most important responsibilities to the American people is taking care of the young men and women who voluntarily enlist in our Armed Forces. Parents have handed their sons and daughters to us, knowing that Marines have a well-earned reputation for taking care of their own. As Commander of 3d Intelligence Battalion, I am totally committed to providing every Marine, Sailor, and Civilian Marine a work environment free from maltreatment, discrimination, and harassment.

In order to meet this mandate, **"NO form of discrimination will be tolerated to include sexual harassment or hazing."** Bottom line is I expect every member of the Command to be treated with the same dignity and respect as if they were my son or daughter.

Equal Opportunity is the cornerstone of sound leadership. We will ensure that ALL members of the Command are judged solely based on merit and ability, performance and conduct, talents and potential, and that their shortcomings are constructively corrected to generate a sense of team, camaraderie and trust.

Equal Opportunity is a Commander and leader driven program. We will ensure a sense of fairness is constant to all members of the battalion, without regard to age, color, gender, race, religion, sexual orientation, or national origin.

This is a war fighting issue and I expect leaders, at all levels, to take a committed personal interest in ensuring that we adhere to the highest standards of conduct. Setting the highest personal and professional example of our "core values" of Honor, Courage, and Commitment through our daily conduct will result in combat efficiency, unit readiness, and a sense of brotherhood.

Any individual who believes he or she has been discriminated against, harassed or hazed has two methods for resolving an Equal Opportunity complaint or allegation through the chain of command. The **Informal Resolution System (IRS)** allows for quick and full resolution at the lowest level by addressing the issue directly with the person demonstrating the behavior or by seeking a third party to intervene. If the IRS does not resolve the inappropriate behavior, the formal method, **Request Mast**, can be used.

I charge every leader of 3d Intelligence Battalion (regardless of rank) to empower our Marines, Sailors, and Civilian employees with the means necessary to feel safe and protected within our ranks. I further charge all leaders to ensure that everyone in this Command has the means to reach out if they feel threatened. Reprisal, intimidation, or further harassment of any member of this Command will not be tolerated. All complaints will be expeditiously and thoroughly investigated and appropriately resolved directly and firmly, without fear of reprisal or retaliation against the complainant. All violations to this policy, to include false complaints, will be aggressively pursued per the UCMJ until resolved.

My message is clear. Discrimination or sexual harassment or hazing is fundamentally inconsistent with our core values. Discrimination or sexual harassment or hazing in any form, at any level, will not be tolerated. I charge every member of this Command to report any violations of this policy by contacting the chain of command or the Battalion Command Equal Opportunity Representative, MSgt Anthony Camina at 315-623-7274 or email: [Anthony.camina@usmc.mil](mailto:Anthony.camina@usmc.mil).

Semper Fidelis,

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